



To Members of the Labor Committee:

My name is Shawn Reilly; I am the director of operations at Eli's Restaurant Group. We have four restaurants, three in Hamden and one in Branford, Connecticut. We currently employ around 275 full and part-time employees.

I am writing to voice my opposition to SB-63, which would require Connecticut employers to provide paid sick leave. The hospitality/restaurant business works on a very small profit margin. This proposal would not only increase our costs but it would be a little bit of a circus to manage. My concern is not only for my business but my underrepresented industry, an industry that is a major employer in this state.

On a given day if "Sally" calls in sick I would have to replace "Sally", if not you would have to wait 10 minutes for your ice tea. Sally doesn't work in a cubicle that would just remain empty for the day. So I would have to pay Sally and Sally's replacement for the day, DOUBLING my labor cost. And what would I pay Sally? She is a tipped employee; \$5.69 per hour plus tips. Would she get a % of her lost tips? And where would that number come from? A weekly average? A monthly average? And how many hours would I pay her for? A "typical" shift is between two and eight hours. Even worse when "Joe", the fourteen dollar an hour line cook, calls in sick I would have to replace him (unless you want to wait 25 minutes for your burger). Now I am in effect paying someone \$28.00 dollars an hour to cook you hamburger.

We have projected that one of our businesses is going lose money this year; another unseen expense could force us to close that business. Another one of our other businesses has around fifty hourly employees. Were this bill to pass I would trim the staff to below the fifty person mark, putting people on the streets. Moving forward it would also force us to change our vacation policy, cutting back the benefit. Not only would this bill consume a large amount of time and energy that could be used to increase our business but it most definitely would force us to reevaluate our strategy for expansion in a state that has becomes more and more business "unfriendly" each year.

I urge you to reject this proposal and work with the business community to control labor and workplace costs in Connecticut. Thank you.

Signed,

Shawn V Reilly

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